

Strategic Skills Initiative
Occupational & Skills Shortage Report Summary
Economic Growth Region 4 – Tecumseh Area Partnership

Excerpts from Shortage Report

- Advanced Manufacturing firms are 3.7 times more concentrated in EGR 4 than in the nation at large.
- Advanced Materials firms are two times more concentrated regionally than nationally. This cluster shows rapid growth in concentration and is closely linked to Advanced Manufacturing.
- Employers express the need for “flexible manufacturing” or the need to move quickly in responding to market opportunities and adapting to rapid changes in technology.
- Agribusiness, Food Processing and Technology firms are 2.5 times more concentrated than nationally and is vitally important to small communities in this largely rural region. Prospects for future growth are bright, as the manufacture of alternative fuels and the production/processing of hogs are expected to increase.

Key Industries: Advanced Manufacturing, Advanced Materials, Agribusiness, Food Processing and Technology.

- Advanced Manufacturing employed 17% of the region’s workforce and accounted for 32% of total wages paid in 2004.
- Advanced Materials employed 2.5% of the workforce and pays 4.3% of all wages.
- Agribusiness, Food Processing and Technology employs 5.5% of the workforce and pays 6.1% of all wages.

Key Occupations/Occupation Groups (based on top 5 shortage projections):

Material Recording, Scheduling, Dispatching & Distributing Workers: Coordinate and expedite flow of work and materials within or between departments of an establishment according to production schedules. Duties include reviewing and distributing production, work, and shipment schedules.

Supervisors of Installation, Maintenance and Repair Workers: Supervise and coordinate the activities of mechanics, installers and repairers.

Supervisors Production and Operating Workers: Supervises and coordinates the activities of production and operating workers such as inspectors, precision workers, machine setters and operators, assemblers, fabricators and plant and system operators.

Material Moving Workers: Control or tend conveyors or conveyor systems that move materials or products to and from stockpiles, processing stations, depts. or vehicles.

Net Calculation Table (top 5 shortages) – Includes Demand, Supply & Migration

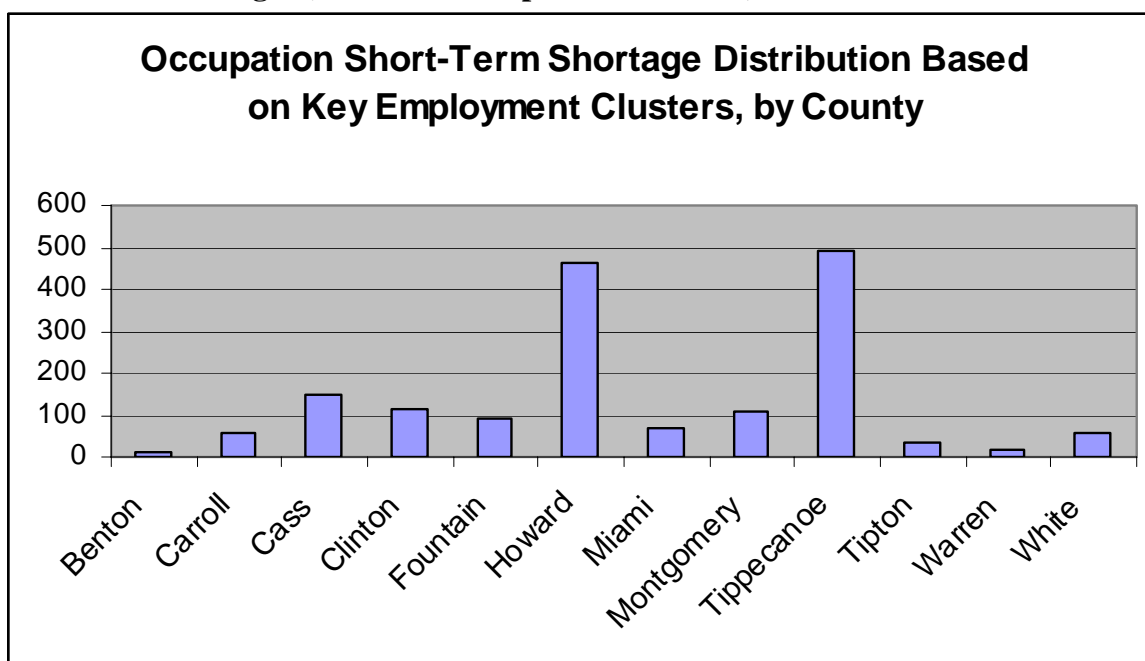
Occupation	Shortage Projection 2005 - 2007
Metal & Plastic Workers	660
Material Moving Workers	440
Material Recording, Scheduling, Dispatching & Distributing Workers	270
Other Maintenance and Repair Workers	220
Supervisors, Production and Operating Workers	40

Overlapping Critical Skills for Key Occupations

Foundation Skills	Problem-Solving Skills	Occupation Specific Skills
Reading/Written comprehension	Decision Making	Equipment Maintenance
Evaluating Information	Problem Sensitivity	Equipment Selection
Documenting Information	Deductive Reasoning	Repairing
Communication	Negotiation	Troubleshooting
Information Ordering	Complex Problem Solving	Quality Control
Math	Judgment	Control Precision
Writing	Systems Analysis	Operational Control
Active Listening	Critical Thinking	Management of Resources
	Coordination	Installation
		Visualization

(Since Region 4 focused on occupational groupings, rather than specific occupations, direct linkages to skills are problematic)

Location of Shortages (all critical occupations included)



Emerging Occupations

Maintenance and Repair Workers, General/Maintenance Workers, Machinery

Significance/Impact:

- ✚ Many employers expressed concerns that it is becoming increasingly difficult to identify and hire *skilled workers*
- ✚ The competitiveness of the three critical industry clusters rests on the ability of the workforce to be flexible, efficient, and move at rapid speed as business circumstances change and to actively participate in lifelong learning
- ✚ Companies will expand and locate where there is an educated and skilled workforce available